



**Compliance. Simple.**

**FY2024 Audited Results**

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Authorised by: Trent Lund  
Chief Executive Officer  
[trent.lund@wrkr.com.au](mailto:trent.lund@wrkr.com.au)

Wrkr Ltd  
ACN 611 202 414  
Level 3, Suite 1, 104 Commonwealth St  
Surry Hills NSW 2010

# Agenda

- FY24 Financial Highlights & Results
- Capital Raise
- FY25 Focus & Outlook
- Q&A



# Wrkr is on a mission to revolutionise workforce compliance

Wrkr is a regulatory technology business helping Australian employers to simplify workforce compliance from hire to retire.

Wrkr digitally solves the compliance moments from onboarding (ID, Credentials, Bank Account, Tax Details, Super Fund Choice & Stapling, Contract Terms and Pay requirements) to processing pay and Super contributions.

Wrkr clients are Super Funds, Payroll & HRM Providers and Businesses (every industry and every size)

- ✓ **Regulated compliance**
- ✓ **Significant licences required (ATO DSP, GNGB, AFSL)**
- ✓ **SaaS and Transaction revenue**
- ✓ **Long term contracts**
- ✓ **Highly integrated, advanced technology**



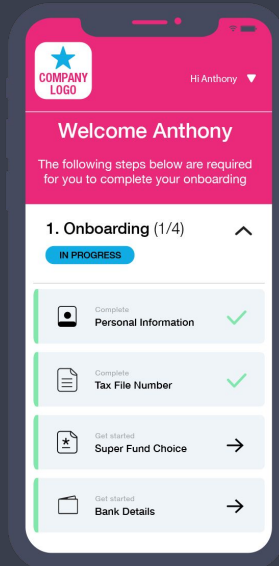
# The problem:

There are **two** areas where employer compliance obligations are complex and lead to significant reputational risk and fines by regulators. In both hiring and payment of employees, there are steps that require third party licenced operators such as Wrkr to complete the process.

## Hiring an employee

Identity verification  
Work rights  
TFN Check  
Tax declaration  
Super choice  
Default fund  
Bank details  
Licences  
Credentials

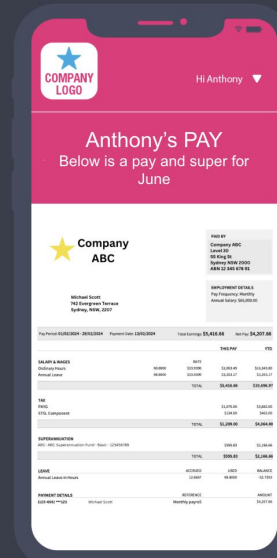
Vevo API  
ASTO DSP T1  
State & Federal lic/WWC/ID



PII /CDR  
ISO/SOCII  
Cyber

## Paying an Employee

Pay processing  
Disbursement processing  
Super contribution  
Super Confirmation (ATO)  
Single Touch Payroll report  
lodgement  
Payment reconciliation  
Error reporting and  
correction



GNGB Gateway/Clearing House  
AFSL non cash payments  
ATO DSP STP2, Rollovers

# Who needs to solve this problem:

The complexity of these compliance moments requires deep integration to federal and state government data sources, holding of specialised licences and ownership of technology.

## Hiring an employee

- Identity verification
- Work rights
- TFN Check
- Tax declaration
- Super choice
- Default fund
- Bank details
- Licences
- Credentials

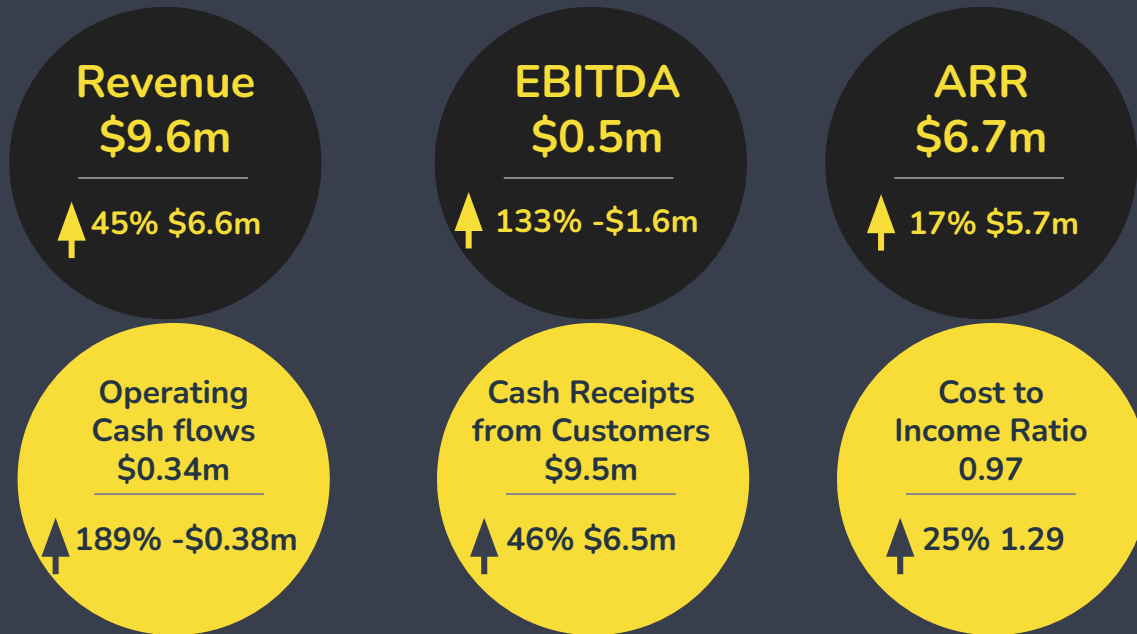
**SMSFs**  
**Contract Labour Hire**  
**Small Business Owners**  
**Large Employers**  
**HRM Systems & Implementers**  
**Payroll Providers**  
**Super Funds**

## Paying an Employee

- Pay processing
- Disbursement processing
- Super contribution
- Super Confirmation (ATO)
- Single Touch Payroll report lodgement
- Payment reconciliation
- Error reporting and correction

# FY24 Financial Highlights

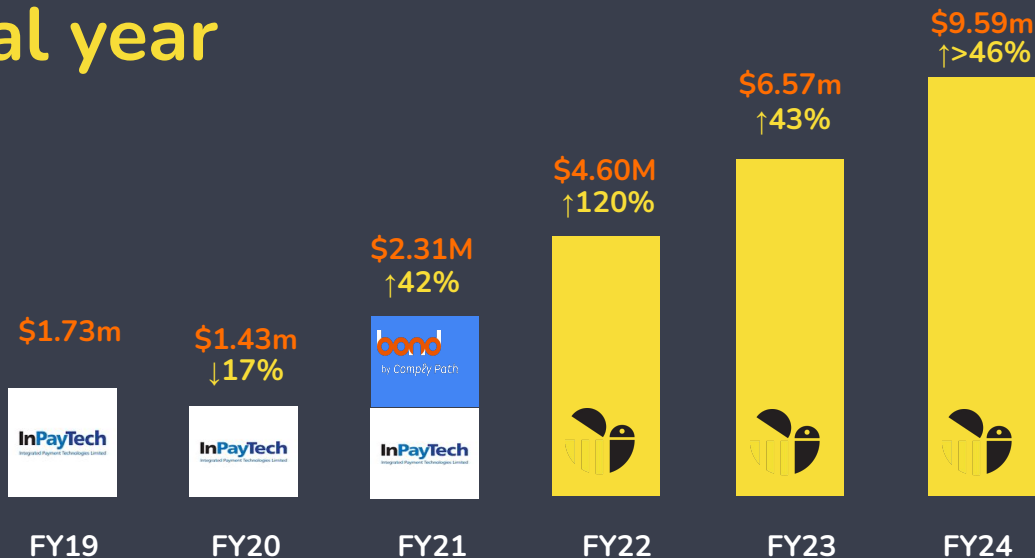
FY24 v FY23



- ARR is calculated using the Q4 average ARR to account for quarterly activity cycles. Float interest is included in the calculation as an operating revenue.
- 12 mth rolling cost to income ratio excludes non-operating interest, depreciation & amortisation, cost of employee share schemes, costs relating to changes in share capital, impairment of patents, convertible note costs, and the fair value movement of the convertible notes embedded derivative.
- EBITDA represents profit adjusted for depreciation, amortisation, non-operating interest revenue, finance costs, capital raise costs, the fair value movement on embedded derivatives and tax expenses

# Historical financial results by financial year

## Operating Revenue FY19 to FY24



Wrkr has achieved >42% year on year revenue growth since the merger with Comply Path Pty Ltd in November 2020.

Operating Revenue	FY19	FY20	FY21	FY22	FY23	FY24
Operating Revenue	1,727,694	1,426,490	2,031,560	4,597,852	6,575,048	9,593,555
EBITDA*	(1,168,743)	(1,748,754)	(1,740,736)	(1,429,093)	(1,558,236)	513,384
NPAT	(13,022,078)	(3,666,012)	(3,788,972)	(4,346,885)	(4,172,908)	(3,815,738)
Operating Cash flows	(823,783)	(1,474,061)	(2,046,248)	(1,624,324)	(375,610)	339,550
Cash at Bank	1,460,240	990,954	2,731,435	1,276,551	4,108,448	1,936,677

*\*EBITDA represents profit adjusted for depreciation, amortisation, non-operating interest revenue, finance costs, capital raise costs, the fair value movement on embedded derivatives and tax expenses*

# FY24 Statement of profit or loss

A\$	FY23	FY24	% Change
Operating Revenue	6.58m	9.59m	46%
Other Income	0.35m	0.25m	(29%)
Operating Expenses	(8.49m)	(9.33m)	(25%)
<b>EBITDA*</b>	<b>(1.56m)</b>	<b>0.51m</b>	<b>133%</b>
Depreciation & Amortisation	(2.78m)	(2.78m)	0%
Fair value movement on embedded derivatives	0.16m	(1.33m)	N/A
Other Non-operating income and expenses	0.01m	(0.22m)	N/A
<b>Net Loss after tax</b>	<b>(4.17m)</b>	<b>(3.82m)</b>	<b>8%</b>

The FY24 net loss after tax is \$3.82m which is an 8% improvement from FY23.

\$2.78m amortisation predominantly relates to the amortisation of capitalised software development costs.

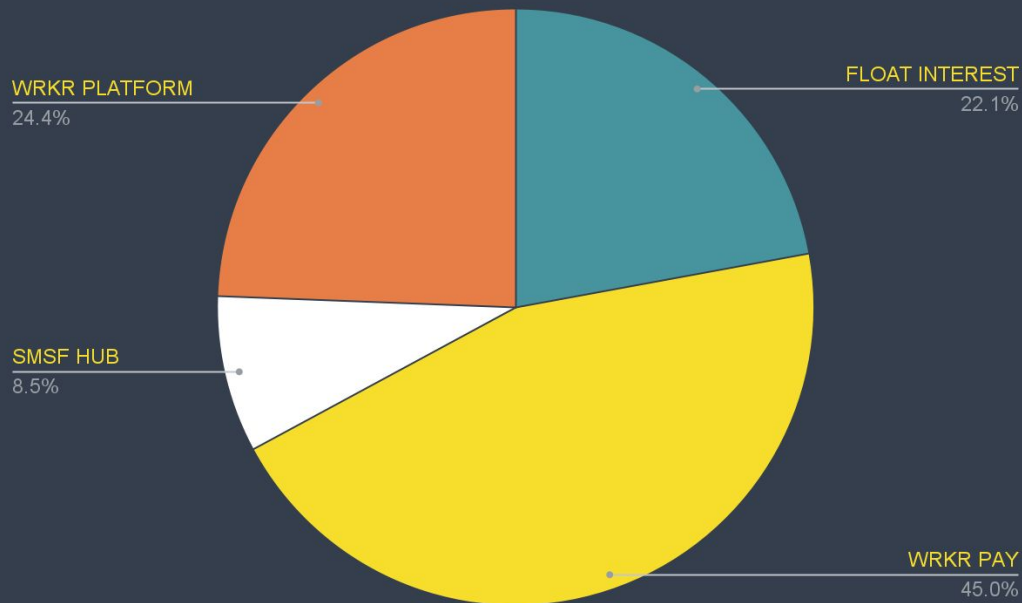
\$1.33m of the net loss represents the negative fair value movement of the embedded derivative of the convertible notes in the financial year.

Other Income is made up of \$197k R&D income and \$53k non-operating interest income.

\$131k of the R&D claim relates to R&D activities performed in FY24 focused on the feasibility of expanding Wrkr's platform to the Hong Kong pension market.

\*EBITDA represents profit adjusted for depreciation, amortisation, non-operating interest revenue, finance costs, capital raise costs, the fair value movement on embedded derivatives and tax expenses

# FY24 Operating Revenues



Revenue increased by 46% from \$6.6m in FY23 to \$9.6m in FY24. This was driven by increases in the following revenue segments:

- \$2.5m Development and implementation fees for MUFG Pension & Market Services contracts (Wrkr PAY)
- \$0.9m transaction revenues and interest on clearing house funds (Wrkr PAY)
- \$0.2m SMSF Hub

Wrkr's assessment of technical guidance and relevant accounting standards resulted in the disclosure of interest received on the funds held on trust in the clearing house for customers. These funds are held for the standard settlement period of 3 days on average.

# FY24 Operating Expenses

A\$	FY23	FY24	% Change
Employee benefits expense	5,493,320	5,772,839	5%
Transaction costs	745,461	1,300,800	74%
Other expenses	953,650	1,137,766	19%
Consulting fees	427,712	608,664	42%
Premises expense	156,253	128,190	-18%
Conference and marketing expense	85,950	111,437	30%
ASX Listing costs	42,589	36,152	-15%
Impairment of receivables	5,836	9,028	55%
Patents	6,212	6,212	0%

Increase in operating expenses of \$0.84m predominantly due to additional investments in:

- 4 x new employees across development, security and marketing
- Transmit Security software for active fraud prevention in the Wrkr platform
- Increase in AWS & Azure hosting services as increased development activities
- AHPRA licence fees
- Continual uplift in cyber posture
- Sydney office relocation
- Business development consultant

Other expenses include audit & accounting fees, insurance premiums, legal fees, travel costs, office expenses and other general & administrative expenses.

# Statement of financial position



A\$	30 Jun 23	30 Jun 24
Cash & Cash Equivalents	4.11m	1.94m
Restricted client trust funds	28.9m	38.4m
Other Current Assets	1.49m	2.26m
Intangibles	12.60m	12.3m
Other non-current assets	0.07m	0.22m
<b>Total Assets</b>	<b>47.15m</b>	<b>55.15m</b>
Trade & Other Payables	0.85m	1.31m
Contract Liabilities	0.66m	0.83m
Liability for restricted client trust funds	28.9m	38.4m
Borrowings & Other current liabilities	1.08m	1.40m
Derivative Financial Instruments & CNS	2.96m	3.97m
Other Non-current liabilities	0.26m	0.40m
<b>Total Liabilities</b>	<b>34.70m</b>	<b>46.34m</b>
<b>Net Assets</b>	<b>12.45m</b>	<b>8.81m</b>

## Restricted Client Trust Funds

- A change in accounting policy adopted in FY24 has resulted in bringing the funds held in trust on behalf of customers in the Wrkr clearing house on to the balance sheet as an asset and corresponding liability.

## Derivative Financial Instruments and Convertible Notes Payable

- Convertible notes issued by the Group include embedded derivatives that gives the holder the option to convert into a variable number of shares. The derivative liability embedded in the host contract is accounted for separately at fair value through profit or loss. The convertible notes were converted into shares on 23 August 2024.

# Capital Raise

- Wrkr recently completed an institutional placement (“Placement”) that raised \$6.6m via the issue of 264 million New Shares in the Company at \$0.025.
- Wrkr also converted its existing \$3.3m of convertible notes into New Shares at the Placement price. 132 million New Shares were issued to the convertible note holders upon conversion.
- Wrkr is currently undertaking a Share Purchase Plan (“SPP”) to raise up to approximately \$0.5m at an offer price of \$0.0256 per New Share.

## Use of Funds

- Additional resources for the Company to accelerate MUFG Retirement Solutions (formerly Link Group) contract delivery and third party consulting group opportunities;
- Strengthen the Company’s balance sheet;
- Funding to support working capital and capex for further organic growth opportunities; and
- The costs associated with the Placement Offer and SPP.

# FY 2025 Focus

## Achieve Market Leadership in Super

- Add >2m Wrkr users\*
- Make Wrkr products available through an additional 2 HRIS Platforms

## Enable industry & regulatory change

- Optimised for Payday Super
- Support for multiple payment methods
- Demonstrate leadership in new stapling reforms

## Create a strong moat

- Increase payroll integrations
- Lead advancements in cyber and fraud detection
- Broadest compliance offering

\*Users are unique TFN's, superannuation members in the accumulation phase

Thank you & Questions



[wrkr.com.au](http://wrkr.com.au)

# Management Team



Trent Lund

CEO and Managing  
Director

Trent has over 25 years experience in technology and innovation. Trent is also CEO of Unlocked Ventures and holds numerous advisory board roles in technology & business.



Karen Gilmour

CFO

Karen has over 15 years experience in senior finance management positions across banking & finance, commodities and construction across Australia and UK.



Joe Brasacchio

CTO (Comply Path  
Founder)

Joe has over 20 years of experience in leading high profile digital transformations, co-design in open Data Standards development, building RegTech platforms and venturing.



Jean-Paul Seow

Head of Commercial  
and Alliances

Jean-Paul has over 15 years experience covering commercial, strategy and venturing. Worked across FS, Telco, Retail and Postal industries across AU, Asia and US.



Greg Tonner

Head of Growth

Greg is a strong leader with over 25 years in executing growth strategies in the software and technology sectors across Asia and the UK. Greg was CEO and led the transformation of the Queensland Cowboys.

# Board



Emma Dobson

Non-Executive Chair



Paul Collins

Non-Executive Director



Randolf Clinton

Non-Executive Director



Jillian McGregor

Company Secretary

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